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ABSTRACT

This annual report for 1990 details initiatives by a select group of New York City (New York) agencies on matters of particular concern to Latinos. New York City's mayor, David Dinkins, originally presented these initiatives in August of 1990 to a meeting of Latino leaders representing diverse agencies and community organization. Highlights of those initiatives include the following: (1) appointment of Latino commissioners and directors of city agencies; (2) implementation of economic development policies; (3) opening of two testing, assessment, and placement centers; (4) efforts to increase Latino representation in city government particularly fire and police departments; (5) development of an advertising campaign to counteract Acquired Immune Deficiency Syndrome; (6) an effort to link drug treatment with foster care prevention; (7) a comprehensive criminal justice plan; (8) several capital projects to benefit Latino neighborhoods; (9) funds for school-based community centers; and (10) funds for renovation of a cultural center. These and other initiatives are detailed in reports from the following city agencies: (1) Education; (2) Economic Development; (3) Employment Initiatives; (4) Health; (5) Human Services; (6) Housing; (7) Commission on Human Rights; (8) Criminal Justice; (9) Fire Department; (10) Department of Parks and Recreation; (11) Immigration; (12) Department of City Planning; (13) Cultural Affairs; and (14) Department of Records and Information. (JB)

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LATINO INITIATIVES

Progress and Challenges

A Report by the Administration of
Mayor David N. Dinkins

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February 11, 1991

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1990
LATINO INITIATIVES

This annual report details initiatives by a select group of city agencies on matters of particular concern to Latinos.

Report prepared February 1991

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THE CITY OF NEW YORK
OFFICE OF THE MAYOR
NEW YORK, N.Y. 10007

February 11, 1991

Dear Fellow New Yorkers:

On August 23, 1990, when I met with dozens of Latino leaders -- representatives of a variety of agencies, community-based organizations and important Latino institutions -- I released my first "Latino Initiatives" report. This 48-page document outlined programs developed or expanded during the first eight months of my administration that impacted directly on the Latino community; it also described some of the immediate concrete steps undertaken by my administration to address the pressing needs of Latinos in New York City.

I issued the "Latino Initiatives" report in order to assure community leaders that my administration is committed to providing services that will improve the quality of life for Latinos; and it is in that same spirit that I have issued the enclosed update of the first report, which summarizes further initiatives undertaken since August.

Despite the tremendous fiscal challenges faced by my administration during the first year, including severe budget reductions, we have been able to implement several substantive programs that impact positively on the Latino community in such vital areas as education, economic development, housing, health, immigration and social services. In so doing, we have had to emphasize creative management -- to rethink the way in which we provide services, so that we can trim expenses without sacrificing the core programs and services that fuel growth in our communities. The following are highlights of these initiatives:

- The appointment of an unprecedented number of Latino commissioners and directors of city agencies.

- The implementation of economic development policies that help create a better climate for minority business development including: 1) a small business growth fund that includes $6 million in private sector money for a revolving loan fund that provides

small companies with working capital and funds for leasehold improvements, machinery and equipment; 2) a $1 million micro-loan program through the Financial Services Corporation for small service and retail businesses; 3) a neighborhood reinvestment plan that links affordable housing with coordinated and phased commercial development; and 4) the development of a procurement policy that will help Latino-owned businesses win city contracts.

• The opening of two Testing, Assessment and Placement (TAP) Centers in communities with large Latino populations, to help residents obtain jobs and to provide referrals, counseling and supportive services.

• Strong efforts to increase the numbers of Latinos in managerial, professional and technical positions in City government, particularly in the Fire and Police Departments. And a sensitivity for the need to protect Latinos and other minorities from suffering disproportionately from layoffs dictated by budget reductions.

• The development of an aggressive ad campaign, well-coordinated among various City agencies, to counteract the devastating impact AIDS is having on the Latino community (30 percent of all new cases in the City). This extensive Spanish-language campaign included television, radio, print ads and posters on our subways and buses.

• To address the heartbreaking problem of addicted mothers giving birth to addicted babies, who often end up in our foster care system, our Child Welfare Administration is spearheading an effort to link drug treatment to foster care prevention by treating mothers and children together. Several community-based Latino organizations have been selected to participate in this new program, and they will serve neighborhoods with a large Latino population, including East Harlem, Washington Heights and the Lower East Side.

• The introduction of a comprehensive criminal justice plan, "Safe Streets, Safe City," that includes $92.6 million for crucial new education and youth services.

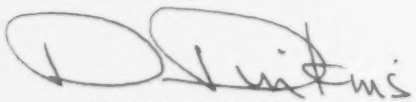
• Several capital projects that will benefit neighborhoods with significant Latino populations, including St. Mary's Recreation Center, scheduled to open this month after a $7 million refurbishing. The center offers sports fitness and education programs for children, adults and seniors from the surrounding Latino community.

• An unprecedented $8.5 million being made available in 1992 through the Department of Youth Services for ten round-the-clock school-based community centers, several of which will serve communities that are predominantly Latino.

• The commitment of $5 million in capital funds for the renovation of the Julia de Burgos Latino Cultural Center in East Harlem, which will house 12 tenants including the Puerto Rican Traveling Theater, the East Harlem Music School, Taller Boricua and the Latin American Theater Ensemble.

My administration will remain responsive to the needs and aspirations of the Latino community, despite the formidable fiscal obstacles that we face. I look forward to a continued partnership with Latino leaders in our mutual effort to improve the quality of life for all New Yorkers.

Sincerely,



David N. Dinkins
MAYOR

TABLE OF CONTENTS

Education 1

Economic Development 2

Employment Initiatives 4

Health 6

Human Resources 10

Housing 18

Commission on Human Rights 21

Criminal Justice 23

Fire Department 25

Department of Parks and Recreation 26

Immigration 27

Department of City Planning 28

Cultural Affairs 29

Department of Records and Information 30

EDUCATION

Office of Education Services

The Mayor's Office of Education Services serves as the Mayor's liaison between the Board of Education, Board of Regents, State Education Department and City University system. The Office formulates policy on education, responds to policy and legislative initiatives from the Board of Education, the city, the state and the federal government; monitors the public schools; designs and initiates special programs and research projects; and responds to constituent complaints. The office's purview encompasses everything from early childhood education through adult literacy.

The Office of Education Services is involved in a number of initiatives that impact directly on Latinos, including the following:

• The City continues its support of Basic Education, English as a Second Language and Basic Education in the Native Language programs through the New York City Adult Literacy Initiative. In FY 1990 close to 25,000 Latino adults received instruction through this program. In addition, many other students were served through GED preparation, job training and welfare and immigration reform education programs that function in close coordination with the Literacy Initiative programs. The Literacy Initiative is currently working to improve and expand services to those Latino and other limited English–speaking adults not literate in their native language.

• Following its success in achieving reform of proprietary vocational school regulation in the last session of the state legislature, the administration is now focusing its efforts on improving federal regulation. The administration is proposing amendments to the Higher Education Act which would: grant forgiveness of student loans to students whose schools closed (usually through bankruptcy) without providing the services the student contracted for; limit the schools' ability to apply for loans on behalf of students, which often hides from students the fact that they are assuming loans which have to be repaid; mandate the GED as the test used to determine the student's ability to benefit from a course; require schools to meet specified goals of course completion and job placement; regulate the sale of schools to new owners and the creation of new "branches" by existing schools; require stricter standards for proprietary school accrediting agencies; and make explicit a student's right to sue a school which fails to deliver promised services.

• $1.5 million in FY '91 and $8.25 million in FY '92 is being made available through the Department of Youth Services for school–based community centers in 10 communities: Highbridge/Melrose and Hunts Point in the Bronx; Red Hook/Sunset Park, East New York, and Williamsburg/Bushwick in Brooklyn; Inwood/Washington Heights and Harlem in Manhattan; South Jamaica and Far Rockaway in Queens; and the North Shore of Staten Island. Coalitions of community–based agencies will offer an array of social services, recreation, educational and vocational activities to neighborhood residents of all ages, keeping designated schools open 16 hours a day, 7 days a week, 365 days a year.

• The Mayor's Office of Education Services is actively involved with the Board of Education in the development of a comprehensive multicultural, pre K–12 curriculum for the New York City public schools that reflects the cultural, ethnic and racial diversity of the school population. Office of Education Services efforts within the Chancellor's Multicultural Advisory Board seek to insure that Latino and other minority groups participate fully in the process of writing and reviewing the multicultural curriculum; in formulating and implementing plans for staff development; and in implementing multicultural education at the district and school level. Through these efforts, the office insures fair and accurate representation of the perspectives and experiences of all groups.

Similarly, the administration continues to push hard for the adoption of a multicultural curriculum by the State Board of Regents.

ECONOMIC DEVELOPMENT

Office of Economic and Financial Opportunity (OEFO)

Central Certification — OEFO is in the process of centralizing its three certification units — the Small Business Enterprise Program, the Directory of Minority and Women Owned Business Enterprises (MWBEs) and the Locally–Based Enterprise Program. This will introduce a new certification form to be used for all OEFO programs, replacing the three separate forms that were previously used. In addition, the office will produce one Directory of Small, Women and Minority Owned Businesses instead of three directories for the three programs. These changes are being made in an effort to reduce the paperwork burden to small, women and minority owned businesses.

Task Force on Economic Opportunity Rulemaking — In December 1990, the Task Force on Economic Opportunity Rulemaking was formed as a joint initiative of OEFO/the Procurement Policy Board and the Comptroller's Office. Several city agencies have been invited to serve on this task force along with minority and women vendors. This task force has been charged with making recommendations, by early April, on procurement policies and rules to foster increased participation by MWBEs into the city procurement process. Toward this end, the Task Force will focus on four areas: methods of insuring access; methods of eliminating impediments; methods of technical/outreach assistance; and overall socio–economic policies.

Outreach — In the last few months, OEFO has been making additional efforts to increase its outreach to the Latino community and to address language barriers that Latinos might encounter in their attempts to do business with the city.

- In November the Director of OEFO participated in one radio and two television talk shows. She joined Deputy Mayor Sally Hernandez–Pinero and Kitty Boneri, OEFO Board Member and recipient of USHWCC Woman of the Year Award, on Channel Seven's "Tiempo." She was also a guest on Channel Forty–one's "Buenos Dias Medio Dia" to share information and experiences on opening and conducting a business.

- The Director was a guest on Radio WSKQ (Spanish–language) which led to the office providing information in response to questions from over 2000 Spanish–speaking business people interested in accessing procurement opportunities, financing and technical assistance.

- OEFO provided a seminar in Spanish to a group of 20 Latino business people in Queens.

- Similar seminars have been planned for the next few months. OEFO will be represented at the Black and Puerto Rican Caucus conference in February and at the "Somos Uno" conference in March. Both events will give OEFO an opportunity to reach hundreds of individuals concerned with business and other economic development issues.

OEFO Advisory Board — In October 1990, the Mayor welcomed OEFO's 23–member advisory board. To represent the needs and concerns of the Latino community, OEFOinvited several New York City Latino business people representing several major associations, businesses and government bodies to serve on the board.

Formation of Bidder's List — The City will notify the vendor community of the formation of bidder's lists for goods, services and construction beginning early February. These lists will be used to notify appropriate vendors of possible procurement opportunities with the City. OEFO has been working with the Procurement Policy Board, the Office of Contracts, the Office of Construction and the Department of General Services to insure that the minority community is sufficiently notified of the formation of these lists. Ads will be placed in the *New York Times, The New York Post, El Diario–La Prensa, and the Amsterdam News*. In addition, OEFO will notify the Latino community through various events, through a targeted mailing to Latino businesses and associations, as well as through frequent radio announcements on targeted radio stations (WSKQ, WKDM, WADO etc.).

City Agency Business Assistance Survey — In February, OEFO plans to make available to the community a survey of city–wide programs and services that might be of particular interest to small, women and minority owned businesses.

Economic Opportunity Initiative

• In an effort to make economic opportunity and investment accessible to distressed neighborhoods in Latino communities, Mayor Dinkins and Deputy Mayor Sally Hernandez–Pinero recently unveiled a comprehensive agenda called the Economic OpportunityInitiative.

A chief piece of this plan is to strengthen the growing network of small businesses, particularly those owned by women and people of color. The plan is designed to direct public and private development throughout all the boroughs. The nine–point plan includes a variety of strategies to spark new community economic development. The following is a brief description of relevant programs:

• **Small Business Growth Fund** — Four major banking corporations: Morgan Guaranty Trust Company of New York, Banker's Trust Company, Chase Manhattan Corporation and The Bank of New York Company, have committed $6 million to create a revolving loan fund for small, growing companies to purchase machinery and equipment, to use as working capital or to make leasehold improvements. The use of private sector money to support the loan program eliminates the complex approval system used for similar programs funded with City money.

• **Micro Loan Program** — For the first time ever, the Financial Services Corporation is providing $1 million to small service and retail businesses for working capital. This is important for the Latino community because the majority of small, Latino–owned businesses are found in the retail and service sector. This program allows these businesses the financing options that they may not find through commercial banks.

• Companies approved for the loans will also receive technical assistance and business counseling through the City's Office of Business Development and through state and federal Small Business Development Centers. Loans of between $5,000 and $50,000 will be available at competitive rates to small businesses that qualify.

• **Neighborhood Reinvestment** — This initiative establishes a plan to assist in neighborhood reinvestment and community development. The Department of Housing and Preservation Development (HPD), the Public Development Corporation (PDC), and the Office of Business Development (OBD) are joining forces to implement housing and commercial redevelopment plans to create neighborhoods which offer residents opportunities for employment near their homes. The program will link new, affordable housing with coordinated and phased commercial development. The Office of Business Development will help to organize merchant associations and provide grants to pay for security, clean–up, signs and technical assistance.

• **Community Reinvestment by Banks** — As state and federal regulations have increasingly recognized, community investment by the private sector is key to neighborhood revitalization. New City regulations are now in place to rate area banks according to a Community Service Questionnaire. The survey will evaluate and rate banks on their neighborhood reinvestment such as: services for low–income persons, branch and ATM distribution throughout the neighborhoods, affordable housing lending and small business lending. The Department of Finance has moved quickly to establish criteria to ensure that commercial and private banks keep neighborhood revitalization a priority.

• **Procurement Policy to Support Small Businesses** — The City will revise established guidelines to expand the share of procurement contracts awarded to local businesses. The City will award contracts to locally–based businesses whose bids may be as much as 10 percent higher than those made by businesses located outside the City, depending on the number of the company's workers who are New York City residents.

In addition to helping small businesses, including Latino–owned businesses, this policy benefits the city as a whole with job creation, increased tax revenues and more competitive pricing by vendors.

EMPLOYMENT INITIATIVES

Department of Employment

• The Department held the first of a series of community forums on October 29, 1990 at the Fund for the City of New York. This forum was designed to explore the needs and issues involved in the delivery of employment and training services to the Latino community. Over 25 Latino community based organizations attended. Some needs which surfaced at the Forum are already being addressed. They include: resolving outstanding fiscal and programmatic concerns shared by the medium and smaller sized CBO's; suggesting new areas for CBO initiatives to serve the community on a short and long–term basis; and identifying specific CBO's for technical assistance on activities such as outreach, program and job development.

• **Lower Eastside Action Program (LEAP)** — This pilot program, which focuses on the Latino population and which provides year–round work experience with education support services, was officially inaugurated by the Mayor on December 6, 1990. The program serves a predominantly Latino community. It has received favorable media coverage and was featured in the United States Conference of Mayors policy paper on human resource investment issued January 23, 1991. The program which is included in the Mayor's "Safe Streets, Safe City" plan will be replicated by the Department in high need communities in each of the other four boroughs, when the plan is funded.

• **Testing, Assessment and Placement (TAP) Centers** — Two TAP branch centers, one in the Lower Eastside and the other in Washington Heights, opened on July 1 and October 26, 1990, respectively. Both of these centers help community residents obtain jobs and provide referrals, counseling and support services. They both serve areas with large Latino populations.

• The Department has proposed an increase in service to Latino AFDC recipients. Supplementary funds will be provided to Wildcat Service Corporation, currently a contractor in our adult training portfolio, to provide clerical, ESL and independent living skills to primarily Latino women with children.

• The Department intends to issue a Request for Proposal (RFP) to aid families with dependent children. This RFP will include methodology and criteria to address the needs of public assistance recipients, most of whom are African–American and Latino women.

• DOE staff are working with the State Department of Education on refocusing the department's JTPA Educational grant to address the pressing need to expand ESL and basic skills services for economically disadvantaged New York City residents.

• The Department has increased its outreach and recruitment activities to the Latino elderly to expand their participation in its JTPA Mature Worker program.

• DOE, together with the State Department of Social Services, the State Department of Labor and the State Division for Youth, co–sponsored its "Opportunidades para Servir" (Opportunities to Serve), seminar on how Latino CBO's can apply for funding, how they can develop programs and what funds are currently available.

• The Department is working with the City's Department of Personnel and the Fire Department on targeted outreach and recruitment of Latinos, African–Americans and Asians, for the upcoming Firefighter's Exam.

• From October 28 through November 1, 1990, the Department co–sponsored the 3rd Annual Career and Education Expo (Expo '90) with the New York State Department of Labor. The Expo presented over 30,000 school age young people, many of whom were Latino, with career choices and educational options.

• DOE is completing its community district service map which identifies underserved areas with significant minority populations and high unemployment such as Washington Heights, East Harlem and Williamsburg. The map has also helped DOE's newly created Community Development Unit in addressing community statement of needs and fair siting hearings currently being conducted by the City's Community Boards.

• To provide better outreach to the Latino community, the Department's Communications Unit has produced a DOE overview and brochures on programs and services in English and Spanish. The Department also increased its advertising and media coverage in the Latino press particularly for its Summer Youth Employment program, which is the largest program of its kind in the country.

• DOE has enhanced the bilingual capability of the Department's Information Referral/Hot Line (1–200–NYC–JOBS). People can now call and receive information on services and referrals in Spanish.

Department of Personnel/
Bureau of Citywide Equal Employment Opportunity

• The Department of Personnel has increased its Latino recruitment and outreach staff which will strengthen its efforts to reach out to the Latino community. More than 50 percent of the total recruitment staff is now Latino; three of the four outreach staff members within the Recruitment Unit are also Latinos; and about one–third of the entire EEO Bureau staff speaks fluent Spanish.

• DOP/EEO continues to work with the Hispanic Society of the Fire Department to develop recruitment and outreach strategies that will ensure that Latinos are well represented among the examinees for the next Firefighter's examination.

• In its efforts to increase the number of qualified candidates for Civil Service examination and managerial, professional and technical positions available in City Government, DOP/EEO has translated its recruitment materials into Spanish.

• Additionally, in its efforts to increase the representation of Latinos in technical positions, DOP/EEO is aggressively working with the Society of Hispanic Professional Engineers in order to get qualified candidates to apply for available positions.

• DOP/EEO has also expanded its EEO Training Program to include a course on "Functioning in the Culturally Diverse Workplace." This course, which is scheduled to begin in February, is designed for managers, supervisors, professionals and administrative staff; the curriculum covers sensitivity training, management of a diverse workforce, and the effects of prejudice, stereotyping and discrimination in the workplace. A segment of this curriculum will focus on Latino concerns.

HEALTH

Health and Hospitals Corporation

• Mayor Dinkins' appointment of a Latino, Dr. J. Emilio Carrillo, to the top leadership post of New York City's health care system (the largest in the nation) represents a vote of confidence in and recognition of the contributions that Latinos can and have made to the City of New York.

In turn, Dr. Carrillo has instituted initiatives which he believes will reduce the at–risk health status of the Latino community by revitalizing a sense of "la familia" and "respeto" in the struggle against epidemic and life–threatening complications that result from homelessness and poverty; creating programs that use the community's own resources; and engaging in coalition–building and alliances to reduce the differential access to health care by the poor and uninsured.

• Soon after assuming his post, Dr. Carrillo offered similar opportunities to other Latinos and persons of color by placing them in key administrative and leadership roles.

– As president of HHC, Dr. Carrillo has appointed three Latinos, four African–Americans and one Asian as Corporate officers; and two Latinos as executive directors at Lincoln Medical and Mental Health Center and NorthCentral Bronx Hospital.

– Latinos hold six of the top administrative posts at HHC's 11 acute–care hospitals, 5 long–term care facilities and 5 neighborhood family care centers.

Eighty percent of HHC's workforce is multi–cultural and multi–racial, with Latinos comprising 18 percent. HHC is committed to enhancing career–ladder upgrading and degree opportunities for its existing workforce, as well as building its future workforce by attracting young people from HHC's communities into health careers. HHC is also pursuing an aggressive Equal Employment Opportunity program to ensure affirmative action at all levels within HHC.

• The hospital Ambulatory Care departments and the Neighborhood Family Care Centers which are located in predominantly Latino neighborhoods have made a concerted effort to provide culturally and ethnically sensitive services through the hiring of administrators, physicians and support staff who are either Latino in origin or bilingual. This includes medical directors as well as nursing administrators and staff. For example, Gouverneur's new Medical Director is a Latina, Dr. Concha Mendoza.

• Dr. Carrillo has also put the full weight of his office behind the creation of legislation that would have HHC conform to state regulations (15–A) mandating minority and women–owned business enterprises contracts.

• Both the Mayor and Dr. Carrillo have publicly pledged themselves to increasing the service strengths of HHC facilities located in the heart of ethnic communities. There are more than 30 such programs that directly impact on services to Latino communities. The most important ones are in the areas of Community Health service and AIDS. Illustrative of these are four new general initiatives that will improve service delivery to Latino communities:

–The pilot Voluntary HIV Testing and Counselling Program that North Central Bronx Hospital will conduct in partnership with a local community– based organization. The pilot will be a private–public partnership modeled to meet the guidelines of the Business–Medical Community Coordinating Committee on AIDS of the Mayor's Office of Health Policy.

– Increased access by AIDS advocacy groups from minority communities to senior corporate officers and staff of HHC through the mechanism of ad hoc working groups set up to inform those groups about HHC policy and initiatives, particularly regarding education, prevention and treatment.

– In late August 1990, President Carrillo represented the Corporation, in collaboration with the Mayor's Office on Health Policy, at a conference in Puerto Rico that focused on a coordinated response to the New York–Puerto Rico travel patterns of HIV–positive patients and the impact which this travel has on services. The Community Health Division will be helping to formulate policy in order to develop coordinated service delivery between New York and Puerto Rico.

Department of Health

Child Health — The Department's child health clinics are modernizing, expanding age eligibility and phasing in full–service primary care to include prevention services, treatment of acute illness, follow–up of chronic illness, coordination of referral services and assignment of a specific physician team to each child.

This major ongoing reorganization, now at about the halfway point, is significantly increasing access to comprehensive health care for Latino children, who comprise more than 50 percent of the clientele at 17 of the Department's 53 clinics. As a result, substantially more poor Latino children are getting more and better health care, and Latino families with sick children increasingly have a viable alternative to the nearest hospital emergency room.

• To combat the continuing outbreak of measles in infants and preschoolers (more than 60 percent of new cases are among Latino families), the Department produced upbeat public service announcements for television urging parents to immunize their children against measles. Spanish–language versions were distributed to stations broadcasting in Spanish. Starting December 31, 1990, the Spanish "prevent measles" message has also appeared, free–of–charge, on the giant 40–foot video screen in Times Square, courtesy of theSony Corporation of America.

• Children of color, particularly Latino youngsters, are disproportionately at risk for obesity. The Department, in collaboration with the Columbia University School of Public Health and the New York State Department of Health, is continuing a study at the Dyckman, Washington Heights and Manhattanville Child Health Clinics to analyze the causes of obesity among Dominican youth.

Researchers have interviewed 97 patients and 16 health care providers, and are currently analyzing the data. Obesity prevention and treatment services that are sensitive to the practices, values and beliefs of Latino families are being developed.

• The Department of Health and Columbia University have jointly embarked upon a five–year, $2 million federally–funded research project to find more effective and efficient ways to treat Latino and African–American children who suffer from asthma. The project has been designed to help children and their families achieve better asthma control, and it has the potential to reach more than 5,000 asthmatic children, many of them Latino. The program is being introduced in seven child health clinics.

• In 1990 the Department initiated a Window Falls Protection Program aimed at children living in residences where falls could lead to injury or loss of life. The Department has directed special effort to Latino communities in order to provide important educationalservices. Bilingual and bicultural staff from the Department work with CBO's in order in sure that window guards are appropriately installed.

• Maternal and Child Health — A bilingual media campaign launched jointly with the March of Dimes continues to urge prenatal care to prevent low birth weight babies. The latest in a series of subway posters went on display in December 1990; it starkly depicts the consequences of inadequate prenatal care.

• Family Health Services — To promote certification of Spanish–speaking day care providers in Queens, the Bureau of Day Care has developed a pilot bilingual day care certification program in collaboration with the Queens Public Library New Americans Project. A ten–session family day care course leading to certification was offered, and the sessions were videotaped for viewing by members of the Latino community interested in operating family day care centers.

Drug Treatment

• The Department, in cooperation with Reality Houses and Harlem Hospital, has opened the Parent and Child Enrichment project, or PACE, the first comprehensive treatment program for pregnant substance–abusing women. PACE clients are recruited by Department outreach workers; they are predominantly women of color. Clients receive integrated drug treatment, health care, support services and medical care for their children at one location in upper Manhattan. PACE, which is expected to have an 80–client capacity when fully operational, is an innovative model program targeted to African–American and Latino women (and babies) at highest risk for adverse health outcomes. It represents a significant expansion of treatment services available to the city's pregnant substance abusers, among whom Latino women are disproportionately represented.

A central referral unit (CRU) designed to place chemically dependent clients in treatment operates in each borough. Fifty–six percent of all individuals seeking treatment are successfully placed and 60 percent of the entire client–base is Latino. Many of the staff at the district health centers are bilingual and bicultural. The CRU's maintain ongoing liaison with Latino drug treatment programs, particularly in the South Bronx and Queens.

• The Department is augmenting its work with Latino CBO's in order to increase the number of available drug treatment slots.

To facilitate access to treatment programs, CRU's work closely with the Bureau of Vital Records to provide documents (birth certificates) that insure speedy access to treatment in programs where such documentation is required.

• HIV/AIDS — With Connill Advertising, Inc., the Department launched a major AIDS prevention media campaign targeted to Latinos. The campaign, entitled "EL SIDA, Si Da," included television, radio and print ads, and subway and bus posters. It received wide exposure on Spanish language stations and via paid advertising in community and culturalpublications, and was the most positively accepted of the Department's AIDS campaigns.

• The Department continues to develop contracts for AIDS prevention services with Latino community–based organizations, including Loisaida, El Puente de Williamsburg, the Hispanic AIDS Forum and bilingual theater groups.

• AIDS Outreach to 21 at–risk Latino communities citywide continued through the Community Outreach Prevention and Education (COPE) program. The Corrections AIDS Prevention Program (CAPP) provides AIDS–prevention programs to both inmates and their visitors in New York City jails, where Latinos comprise 40 percent of inmates. COPE and CAPP educators are from the communities they serve; more than half of field staff are bilingual/bicultural. CAPP group presentations are made in Spanish, and individual bilingual sessions offer an opportunity for more intensive intervention. Educational materials are also available in Spanish.

• Two new bilingual brochures for adolescents, developed after extensive input by Latino community

members, will be widely distributed in 1991.

• **Sexually Transmitted Diseases** — Sexually Transmitted disease educators have made presentations to a number of Latino community organizations in the past year, including Puerto Rican National Forum, Just Us, Puerto Rican Family Institute for Mental Health, and PROMESA, and to a number of schools with significant Latino student populations.

• **Cross–cultural Affairs** — The Department's Language Services Unit plays a crucial role in development of all media and materials targeting Latinos, utilizing focus groups representative of targeted communities. It assures that such programs are culturally sensitive, audience–appropriate and linguistically correct.

• The Unit has identified and is training a cadre of Spanish–speaking employees who have volunteered to assist non–English–speaking clients in obtaining Health Department services.

HUMAN SERVICES

Human Resources Administration (HRA)

The Human Resources Administration (HRA) helps the City's most needy citizens, young and old, by providing income assistance and support services to more than 1.3 million New Yorkers. Since any information regarding ethnicity is of a voluntary nature, the exact number of Latinos served by the various programs is not available. Nevertheless, HRA agencies do target and tailor many of their initiatives to the Latino community:

Special Services for Adults (SSFA) helps some of New York City's most vulnerable citizens: homeless individuals, the aged and other adults in need of support services. SSFA operates city shelter programs for homeless men and women, and provides the physically and mentally disabled with referrals to adult homes. Based on information provided voluntarily on intake forms, SSFA reports that for the week ending December 12, 1990, 1,417 or 19.9 percent of the men's shelter residents and 99 or 7.6 percent of the women's shelter residents identified themselves as Latinos.

Home Care Services Program (HCSP) provides personal care via home attendant, homemaker and housekeeping services. The program's goal is to avoid unnecessary institutionalization of elderly, blind and disabled adults. While client ethnicity data is not available, HCSP is cognizant of the merits of securing providers who are sensitive to Latino cultural values and, therefore, contracts with a number of community organizations which identify themselves as Latino. Latino clients are also serviced by other providers.

Protective Services For Adults (PSA) provides support services and case management to adults living in the community who are at risk due to physical or mental illness. Approximately 13 percent of PSA clients are Latino.

Crisis Intervention Services (CIS) provides emergency housing, social services and medical services to homeless families and helps them move to permanent housing. Based on responses to CIS intake forms, as of December 29, 1990, approximately 32 percent of the families in all types of temporary shelters were Latino.

The HRA Domestic Violence Program currently operated by CIS provides services to families in need. As of August 1990, 37 percent of the 334 individuals residing at battered women's shelter sites were identified as Latino. During FY 1990 the domestic violence hotline also hired staff bilingual in Spanish and English.

Division of AIDS Services (DAS) is a new unit created during FY 1990 to respond to the growing need for services among HIV-ill individuals. As of August 1990, its staff numbered close to 350. Services include provision of meals, scattered-site housing and case management. At the end of calendar year 1990, its caseload consisted of approximately 6,000 Medicaid-eligible clients. While an ethnic breakdown of clients is not available, DAS contracts with several community-organizations that have identified themselves as Latino, or as minority with a significant number of Latino clients. Together, these organizations will receive over $2 million in funding during FY 1991 for the provision of approximately 100 housing units for AIDS clients in Bronx, Brooklyn and Manhattan. The actual level of housing and other contracted services for Latino clients is considerably higher, since they are also served by organizations other than these.

Child Welfare Administration (CWA) investigates all allegations of child abuse and neglect, provides families with services to try to prevent placement of children in foster care, and, when required, places and supervises children in foster care and adoptive homes. While CWA does not maintain ethnic data on its protective and preventive clients, its foster care population at the end of FY 1990 was 22 percent Latino. Recognizing the importance of family, CWA is committed to placing children who require foster care with close relatives whenever possible. As of July 1990, 39 percent of the 44,909 foster children were in Kinship Homes; their relatives receive the same level of financial support from HRA as do non-related foster parents.

Drug abuse, particularly of crack and cocaine, has been one of the underlying causes of the recent rise in abuse and neglect among poor families, which are increasingly headed by single mothers. However, few drug programs have existed for low-income women with children, and few address the multiple causes behind both substance abuse and maltreatment. In response, CWA issued two Requests For Proposals during FY 1990, one for intensive foster care prevention and one for drug

treatment. This initiative aims to link drug treatment with a range of comprehensive services, in order to preserve the family while providing the supports necessary for a more stable and healthy environment for children. The preventive component will include day care, homemaking assistance, health counseling and parenting skills training for mothers of drug withdrawal infants. Of the numerous community-based organizations selected to participate in each component during FY 1991, several groups which identify themselves as Latino will be serving areas with a large Latino population, such as East Harlem, Washington Heights and the Lower East Side.

Agency for Child Development (ACD) administers publicly funded day care programs for New York City children between the ages of two months and twelve years. In the group and family day care programs, as of May 1990 approximately 26.2 percent of the 39,654 children enrolled were identified as Latino. Also in FY 1991, 47 percent of the 13,636 children participating in federally funded HEAD START programs are Latino.

Income Maintenance Program provides public assistance, food stamps and emergency benefits to needy individuals. While the program does not collect ethnic information on public assistance recipients, estimates derived from other data sources such as the U.S. Census Bureau's Current Population Surveys indicate that Latinos represent nearly half of the New York City public assistance client population. However, the City believes that the survey undercounts minorities, so that the population of Latino clients may actually be greater.

Limited English Speaking Ability Program: As a result of the 1987 Limited English Speaking Ability (LESA) survey, in FY 1989 HRA began maintaining statistics on the number of LESA clients by language and issuing semiannual reports discussing the information. At the end of FY 1990, approximately 11 percent of HRA clients have limited English speaking ability, with the largest group being Spanish-speaking. It was also found that 26 percent of Medicaid clients and 21 percent of Family Services clients are LESA Spanish speakers.

HRA has established linkages with community based organizations willing to use their bilingual skills to provide interpreter assistance to HRA's LESA client population when HRA bilingual staff are unavailable. In October 1990, HRA published and distributed to HRA agencies the second edition of the "Directory of Community Organizations with Bilingual Interpreter Staff."

Several HRA initiatives aimed at ensuring that no client is prevented from receiving services because of a language barrier. Certified bilingual staff are expected to serve individuals within their program units who do not speak English. Interpretation services are provided through the use of on-site and central office bilingual personnel as well as outside organizations. As of October 1990, Income Support had 615 bilingual staff, of which 97 percent are fluent in Spanish, and the Food Stamp program had 87 certified bilingual staff, of which 92 percent are fluent in Spanish.

Latino Staff at HRA: In FY 1990, a total of 4,201 HRA employees (13.8 percent of the total workforce) were Latino. The following chart provides a breakdown of Hispanics by EEO category.

TITLE	NO. HISPANIC	% OF TITLE
Officials/Administrators	612	9.9%
Professionals	1,192	12.4%
Technicians	71	9.6%
Protective Service Workers	50	16.7%
Office/Clerical	1,830	17.5%
Skilled Craft Workers	74	9.7%
Service Maintenance Workers	308	16.0%

During this same period approximately 1,115 new employees or 14.3 percent of all new hires were Latino. And between October 1989 and September 1990, 248 Latinos were promoted within the agency, constituting 14.5 percent of all agency promotions.

Department for the Aging

Under the new administration, the Department for the Aging has adopted a firm commitment to address minority populations.

As the federally designated Area Agency on Aging (AAA) for New York City, DFTA is mandated under the Older Americans Act (OAA) to pursue appropriate steps to insure maximum participation in OAA programs "by minority elderly and those other elderly who have been determined to be in greatest economic and social need." Therefore, DFTA systematically implements policies, programs and services targeted to those populations most in need, which include the Latino elderly.

The DFTA Commissioner recently formed an Ad Hoc Hispanic–American Task Force to assist the department in addressing issues which are of concern to the City's Latino elderly. At it's first meeting, held on October 3, the committee set as one of its goals, that of working in partnership with DFTA and other City agencies to break down the barriers which may presently limit access to services.

Within the agency, DFTA utilizes aggressive recruitment strategies targeted to the Latino and other minority communities. As a result, 63 of 382 (16.5 percent) staff persons are Latino. Latino staff are placed in EEO job categories throughout the agency.

DFTA has taken affirmative steps to insure that Latino agencies and organizations are among the sponsors of its programs and services. In FY '91, 15 percent of DFTA's contract dollars will go to minority agencies who have Latino representation on their Board of Directors. These agencies represent 11.3 percent of DFTA's 248 sponsors and operate 47 (12.2 percent) of its 386 contracts.

DFTA's programs and services are designed to encourage maximum participation by Latino and other minority elderly by recognizing the unique needs of these communities. Following are examples of ongoing activities in some of DFTA's programs which impact the Latino elderly:

- **Minority Services Enhancement Program** — DFTA was the first AAA in the county to have a Minority Services Enhancement Program (MSEP). Through its director, a member of the executive staff, DFTA maintains important and essential links to major Latino and other minority organizations in the aging network at the national, state and local levels such as the Asociacion Nacional Pro Personas Mayores, the National Hispanic Council on Aging, The Statewide Committee on Minority Participation, Raices, The Puerto Rican/Hispanic Institute on Aging and the Brooklyn Spanish–Speaking Elderly Council.

- **Congregate and Home–Delivered Meals** — DFTA meals programs are located in Latino and other minority communities throughout the City. Menus which are preferred by Latino elderly and which meet the U.S. Department of Agriculture (USDA) requirements have been developed by DFTA's nutritionists. These meals are served regularly to congregate and home–bound participants.

- **Senior Employment Services (SES)** — Information on Immigration Law requirements and eligibility for employment on SES programs is shared on a regular basis with the Latino community. Of the 714 SES Title V enrollees, 117 (16.4 per cent) are Latino. Spanish–speaking older persons have been successfully placed in meaningful jobs throughout the City. In addition, the SES program has an English–as–a–Second–Language job club for limited English–speaking Latino Title V participants.

- **Public Affairs and Information** — The Public Affairs office sends DFTA's press releases and informational materials to the Latino press and the Spanish language media. DFTA's informational materials are routinely provided in Spanish at public events in the Latino community.

• **Alzheimer's Resource Center** — This program regularly provides education and in–service training on Alzheimer's disease and the needs of caregivers of Alzheimer's patients at senior centers, programs and case management agencies in the Latino community. Materials and publications have been translated into Spanish.

• **Health Promotion Services** — Over 30 percent of the volunteers in STAY WELL programs around the City are Latino. These trained volunteers conduct 40 scheduled activities each month for 1,100 seniors in the Latino community at 10 senior centers. Of these programs, two are conducted solely in Spanish. Nine of the ten sites host bilingual hypertension screening and monitoring teams. The STAY WELL replication manual is currently being translated into Spanish.

• **Home Energy Assistance Program** — Information on various energy relatedservices targeted to low–income minority elderly is widely disseminated through local presentations and bi–lingual press mailings. A "Medicaid Only" mailing to non public assistance (NPA) recipients is planned with HRA. This will reach the low income, Latino NPA targeted groups.

• **Information and Referral** — The Bilingual Helpline, a Spanish–English component of DFTA's Central Information and Referral Services, was established to provide Spanish–speaking older persons with access to the aging network and its information systems. The Helpline receives over 2,000 calls per month which are handled by Spanish–speaking staff.

• **Foster Grandparent Program** — Foster Grandparents provide a nurturing relationship to children with special needs who live in residential institutions, are hospitalized or attend special day programs and/or schools. In addition, Foster Grandparents are working in the homes of new young mothers to help them develop parenting skills and strengthen their emotional wellbeing. DFTA aggressively recruits volunteers from the Latino community for its Foster Grandparent Program. Of its 349 Foster Grandparents, 51 or 14.6 percent are Latino, providing invaluable support to children in need.

• **English as a Second Language (ESL)** — ESL classes are offered in senior centers in the Latino community. These classes serve as a valuable outreach tool to attract and sustain Latino participation in DFTA programs.

DFTA translates its informational materials into Spanish and makes available a detailed list of publications available in Spanish.

Department of Youth Services

• The Department of Youth Services (DYS) initiated steps to increase its Latino staff in order to boost its outreach efforts to the Latino community. It has begun to offer program and fiscal technical assistance to Latino organizations that are relatively new or unable to hire adequate administrative back–up personnel.

• The Commissioner has also initiated discussions with Latino organizations to ascertain concrete needs in the Latino community and develop strategies that will allow DYS to become more responsive to that community.

• DYS is working closely with the Mayor's Office for Children and Families and HRA to expand bed capacity for homeless and runaway youth (approximately 25 percent are Latino).

• Commissioner Richard Murphy personally intervened to help restore funding to the East Harlem Music School and to ASPIRA.

Mayor's Office for Children and Families

The primary function of this newly created office is to monitor and develop policy and program initiatives that address

the needs of New York City children and families; to work closely with other City agencies, community and advocacy organizations; and to encourage public sector involvement in child/family issues.

• The Mayor's Office for Children and Families (MOCAF) is staffed by persons (several of them Latinos) who have a substantive background in child/family issues and a commitment to working together with advocates, community–based organizations and experts in their respective fields. MOCAF seeks input from Latino children and family activists on a regular basis.

• **Child Welfare** — MOCAF is involved in the first phase of a decentralization of all family and children's services. Together with the Agenda for Children Tomorrow (ACT), the City has developed a blueprint for locally–based services that will serve to "untangle family services" and make them more accessible and responsive to their constituents. The work–plan already underway includes the integration of Latino providers into the service continuum. The project is a public/private initiative.

overseen by the Mayor's Office. An oversight committee will be announced by mid–February. Several Latinos will serve on the committee, including a Latino Co–Vice Chair. The committee members will, in turn, designate other individuals to serve on working panels. The panels will also include Latinos and will address such issues as multi–cultural and bilingual programs.

• **Foster Care Adoption** — MOCAF is working closely with HRA to establish a Mayoral Foster Care monitoring Task Force that will seek to improve services to families in the Foster Care system.

• **Child Abuse** — MOCAF is also working closely with the Child Welfare Administration and networking with various child abuse prevention advocates and service providers at both the local and state levels. MOCAF will be charged with overseeing the soon–to–be formed Mayor's Task Force on Child Abuse and Neglect.

• **Child Care** — A five member joint Mayoral/City Council commission on Early Childhood and Child Caring Programs will begin operating soon. Dr. Ivonne De Gaetano, a Latino consultant at Teachers College and an early childhood expert on bilingual–bicultural education, will serve on the commission, which will investigate and research the status of early childhood programs in New York City and make recommendations to improve and expand public and private pre–school and after–school child care services.

• **Adolescent Pregnancy** — MOCAF chairs the Adolescent Pregnancy Interagency Council, which includes all city agencies which serve pregnant and parenting teens. A Service Provider guide, that includes all city programs for pregnant and parenting teens has been provided and widely distributed.

• **Food and Hunger** — MOCAF is working with several City agencies, service providers and members of the private sector to establish supermarkets in low–income areas where families traditionally pay 15–30 percent more for groceries because of the lack of adequate food services. Five neighborhoods have been identified based on recent housing construction or housing soon to be developed. In addition to MOCAF, this initiative involves the office of City Planning, OBD, PDC, HRA, HPD, J.P. Morgan and the Community Food Resource Center.

• **Domestic Violence** — MOCAF is working jointly with HRA, CIS and with directors of the Battered Women's shelters to address a series of concerns that affect Latinos. One area of special concern has been the difficulty in placing undocumented battered women in domestic violence shelters.

In the past this population was denied access because they were not eligible for public assistance. Latinos comprise a large percentage of this population.

HRA has now facilitated a system whereby shelters will be allowed to accept undocumented women through the use of "homeless assistance numbers." MOCAF is working to ensure that the undocumented battered

women gain access to this and other needed services and is committed to increasing services that are both multi–lingual and multi–cultural.

• MOCAF has joined efforts with the Mayor's Office of Immigrant Affairs to assistbattered women's programs that serve immigrants. One of the greatest obstacles to abused immigrant women is the dependency on their spouses to help them obtain their alien cards through sponsorship.

The new immigration act now allows the Attorney General to wave the two–year period of conditional permanent residency if a person becomes the subject of abuse by their sponsor (spouse). MOCAF will meet with domestic violence advocates to advise them of how the new Act can be utilized to assist immigrant battered women who feel trapped in an abusive situation.

• **Children's Week 1990** — The New York City Children's Week effort assembled well over a hundred thousand New Yorkers, young and old alike, to focus on a myriad of issues affecting New York City's children and families. The Children's Week Planning Council included child welfare experts, service providers, advocates, business and foundation representatives as well as young people themselves. Latinos headed up many of the important committees.

Community Development Agency (CDA)

• During the fiscal year ending June 30, 1990 CDA's Neighborhood Development Area (NDA) programs and non–NDA Elderly programs provided services to 137,007 persons. These services included youth development, adult education, senior programs (homebound and non–homebound), after school day care, housing assistance, drug abuse education and prevention, immigration/refugee assistance and emergency assistance and support services. Of the total number of persons served, 59,444, or over 43 percent, were Latino. More importantly, Latinos represented the largest ethnic group served by CDA.

• For the current fiscal year, FY'92, 91 of the 298 NDA and non–NDA programs have reported that Latinos represent a major portion of their service population. Based on data available to date, Latinos have had a service participation rate of 42 percent and they continue to be the largest single ethnic group served by CDA's NDA and non–NDA programs.

• CDA's Open Submission process for funding available as of July 1, 1992, will commence in the Fall of 1991. Open Submission is conducted by CDA in conjunction with its 33 local Area Policy Boards (APBs). During the first phase of Open Submission the APBs hold public hearings, conduct needs assessments and determine the program priorities for their respective communities. During that initial phase CDA will provide the APBs with demographic and other information regarding specific needs and concerns of the Latino community. As part of this effort, CDA will be identifying for the APBs increases in the Latino population in various communities, and newly emerging needs of groups such as the Latino elderly, who are currently being undeserved. These actions are being taken by CDA to ensure that Latinos are given the fullest consideration and receive their fair share under Open Submission.

Currently, CDA provides technical assistance to Latino Community–Based Organizations (CBOs) through a City–wide technical assistance contract targeted at the unique needs of these organizations and the communities they serve. CDA will seek to enhance the quality of the technical assistance provided to Latino CBOs with the goal of increasing Latino CBO participation in the Open Submission process. Already, CDA has entered into discussions with the Hispanic Federation of United Way concerning technical assistance to CBOs which are in particular need of such assistance. The Hispanic Federation's efforts would be at no cost to the City and would further leverage the funds CDA has already committed to technical assistance for Latino CBOs.

In addition to its NDA and non–NDA programs, CDA administers literacy and State Legalization Impact

Assistance Grant (SLIAG) classes through a network of 60 Community–Based Organizations. CDA's 32 literacy programs represent the CBO component of the New York City Adult Literacy Initiative. The SLIAG classes, which are conducted by 28 CBOs, offer instruction in English, civics and adult education to former undocumented immigrants who have registered for amnesty under the Immigration Reform and Control Act. During 1990, approximately 10,000 Latinos received instruction under the SLIAG program while the literacy CBOs offered classes in ESOL, basic reading, writing in the native language and adult education to another 4,600 Latinos.

Beyond the formal classes offered by its Literacy/SLIAG CBO network, CDA provides technical assistance and support to these CBOs. Much of this technical assistance and program support is specifically targeted to Latinos. Latino technical assistance and program support has ranged from formal workshops for program administrators, counselors and teachers on such subjects as "Parenting from the Hispanic Perspective" (April) and "Rights of Immigrant Workers" (September) to cultural events like the "Algo de Mi Pais/Something from My Country" video festival (September) to "Festival de Peliculas Multiculturales" (December).

• CDA also publishes regular updates that provide information concerning the needs of the literacy and SLIAG student population. The updates are distributed to the literacy and SLIAG programs and their staffs. Recent updated editions have contained information regarding the "Temporary Protected Status" available to Salvadorans under the new immigration law. These editions also contain information on how to obtain help from CBOs in securing this status, how free books can be obtained by CBOs for Basic Education in the Native Language (BENL) Spanish classes, and where to attend free Spanish classes in such subjects as pre–vocational skills/ESL training, BENL and GED for SLIAG students who have completed their mandatory English and civics instructional hours.

• CDA is presently undergoing an organizational restructuring and refining the policy mission of the agency. Part of the redefining of CDA's policy mission will be to focus the agency's resources in a way that will better serve the CBOs. This initiative is based on the premise that CBOs should be viewed as an economic resource to the communities they serve in light of the direct hands–on and cost efficient manner in which they deliver services.

As such, CDA is seeking to increase the capabilities of CBO's and to identify private resources and dollars that might be available to them; CDA also plans to work with State and local governments and the voluntary sector in broadening the role played by CBOs in the delivery of services to the poor. This effort will particularly target Latino CBOs, because of the cultural bond and understanding they share with the persons and the communities they serve.

Department of Mental Health Mental Retardation and Alcoholism Services

The following initiatives undertaken by the New York City Department of Mental Health, Mental Retardation and Alcoholism Services impact favorably upon the needs of the Latino Community:

• The Department, in conjunction with Hunter College, has established an MSW program geared at minorities and people of color. The program enables members of these ethnic groups to work toward their masters degree while utilizing their own agencies as field placement sites. The program enables the Department to enhance the qualifications of its staff at the same time that it offers members of minority groups an opportunity to increase their professional standards. Twenty percent of the scholarship recipients in this program are Latinos.

• A cultural sensitivity training program has been established for Public and Voluntary mental health providers (Board Members, Administrators and Staff) in order to initiate the provision of culturally competent and relevant mental health services. Moreover in 1991, training will focus on current information regarding Caribbean American groups in New York City and developing an understanding of Caribbean American Cultures and the influences they have on the utilization of mental health services, as well as discussion on

culturally appropriate assessment and treatment methods.

• The Cross–Cultural Committee has been made an integral part of the Federation Structure, the advisory body of the Department, and is now involved in identifying its own agenda and goals relative to the cultural needs of its clientele. The committee makes recommendations to the Federation Structure.

• In collaboration with the Minority Education, Research and Training institute a conference has been scheduled for the spring of 1991 to discuss the relevance of programs to various ethnic groups including the Latino community.

• The establishment of a culturally relevant and sensitive system of care is one of the Department's major goals. As a result, all relevant data such as patient characteristics survey are evaluated. This helps identify needed services for minorities including Latinos.

HOUSING

Homelessness

The City's policies regarding homelessness and housing are of particular significance to New York City's Latino community because a considerable number of New York City's homeless are Latino. Specifically, as of September 1, 1990, about 18 percent of the single–shelter population and 30 percent of the family shelter population is Latino. Success in alleviating the problem of homelessness will therefore be of significant benefit to the Latino community.

Alternative Housing Pathways Program — In order to counter the perception that homelessness is the only route to affordable housing for low–income families, and to provide incentives to remain out of the shelter system, the City has created the "alternative pathways" housing lottery for low–income families residing in doubled–up, overcrowded households (Latinos make up a disproportionate number of the "hidden homeless" in our city). Under this program, the New York City Housing Authority (NYCHA) will allocate by lottery 2700 of its housing units between January 1991 and December 1993 to doubled–up families living in NYC Housing Authority apartments. The City Department of Housing Preservation and Development (HPD) will distribute by lottery approximately 1000 of its units each year until June 1994. This program will provide a new housing option for the City's "hidden homeless" and assure that low–income housing is distributed more equitably among families in need.

The City has also instituted a series of new measures aimed both at preventing homelessness and at discouraging entry into the system by families who may have other housing options. In addition, new Tier II facilities will soon be opening and move–outs into permanent housing will continue. Through these combined measures, the City believes it can achieve the necessary equilibrium between shelter system entries and move–outs that will permit not only an end to non–compliant placements, but an end to the use of commercial hotels and congregate shelters as well, once and for all.

Grand Central Initiative — Governor Cuomo and Mayor Dinkins have recently signed an agreement which will combine City and State resources to help the homeless who congregate in Grand Central Station and its environs. This initiative will involve a coordinated outreach effort in the Grand Central Terminal and its vicinity, offering homeless people priority access to various types of shelter beds and residential programs. This is a demonstration program which will be evaluated and considered for replication if successful.

Cold Weather Emergency Transport Policy — Mayor Dinkins will continue the Winter Emergency Policy that has been used in the past, under which a Cold Weather Emergency is declared by the Health Department when the temperature drops below 32 degrees Fahrenheit between 4 p.m. and 8 a.m.

Once an emergency is declared, police officers are required to offer all homeless people transport to the nearest City shelter. Between November 1989 and April 1990, there were 54 cold weather emergencies declared. Of the 14,920 homeless people contacted by police officers or HRA staff, 7,594 were transported to shelters, and 2,949 went to shelters on their own. Only a handful of people were transported involuntarily to shelters.

New Shelter Space and Move–outs to Permanent Housing— Since January 1, 1990, nine new Tier II (transitional family shelter units with private bathrooms and kitchens) developments have become available, adding 482 beds to the Tier II stock. Currently, there are 2523 Tier II units available, and capacity will increase as follows over the next three Fiscal Years: FY91 – 3246; FY92 – 3919; FY93 – 4319.

In Fiscal Year 1990, 5414 families were moved from transitional to permanent housing. Of these families, 4885 were moved by Lend–A–Hand, a program which assists homeless families in moving. Lend–A–Hand had moved an additional 1452 families in the first four months of FY91.

Special Needs Housing Office

• In early August the Mayor announced a new, comprehensive strategy for caring for people with AIDS entitled "Continuum of Housing and Service for People With AIDS and HIV–related illnesses. "

This plan outlines a variety of alternative housing initiatives which will be developed, among them scattered–site apartments (including HPD and NYCHA units), comprehensive care shelters and supported SRO housing.

The plan will increase the number of publicly–owned apartments set aside for people with AIDS and ensure that people with AIDS who live in public housing are linked with necessary medical services and early treatment.

• While Latinos comprise more than 30 percent of new AIDS cases in NYC, there are few Latino–oriented AIDS housing services.

The Special Needs Housing Office is working to encourage Latino non–profit organizations to develop facilities for all special needs populations and is seeking to identify Latino community organizations to develop supported housing and health–related facilities. At the present time the City has contracts with Hispanic Social Services and the Federation of Puerto Rican Communities for management of Scattered Site Apartments for people with AIDS.

Department of Housing Preservation and Development

• The Department of Housing Preservation and Development (HPD) preserves and upgrades the City's housing stock through the rehabilitation of existing housing and enforcement of the Housing Maintenance Code. HPD also develops new affordable housing through new construction and gut rehabilitation programs. In addition, the Department manages and rehabilitates City–owned residential buildings taken through tax foreclosure.

• Last Spring Mayor Dinkins introduced several new housing initiatives which will have a greater impact on the Latino community in terms of ownership opportunities and comprehensive development for neighborhoods, including: a new program to construct housing for a mix of low, moderate and middle income households; increased subsidies for the Vacant Building Program that would lower the income requirement of groups served; an increased effort to rehabilitate the entire stock of occupied city–owned buildings; and a greater emphasis on comprehensive neighborhood development projects.

• As part of its production efforts, HPD started construction on 6,712 units of gut rehabilitation through a variety of programs including the Vacant Building, Construction Management, Vacant Cluster, Local Initiatives and Enterprise Programs.

• To date 40,000 units in vacant city–owned buildings citywide have either been completed or are in development and a majority of this new housing is being created in significantly Latino areas (defined as community districts where the Latino population is thirty percent or greater). Specifically, 60 percent of these units are located in significantly Latino populated areas, and of the total 24,000 units, 5,600 have been completed, 11,000 are in construction and the remaining 7,600 are in development (meaning that the buildings have been redesigned and work has been bid out).

• In addition, 2,815 units of new construction were started in CY 90 *, primarily in the Partnership New Homes Program where, in conjunction with the New York City Partnership, HPD works with private developers and private banks to build owner–occupied homes for middle income households across the City. This year, HPD has started construction on Partnership projects in many areas with significant Latino populations, most notably North and South Williamsburg in Brooklyn.

• The City and the Partnership have also created the Neighborhood Builder Program, a new initiative dedicated to helping local firms develop the capacity to become eligible builder/developers. Under the program, special financial and technical assistance is offered to enable neighborhood builders to secure the resources necessary to successfully complete a program site. Several of the developers chosen for this program over the past year are Latino, including the developers of the Polite Avenue, Tiffany Fox 3 and Melrose North sites in the Bronx.

• In CY 90 HPD also started construction on 8,262 units of moderate rehabilitation; 5,729 of these occupied units are in privately–owned buildings and 2,533 in occupied City–owned housing. Much of this rehabilitation will benefit Latinos, especially since, according to the 1987 New York City Housing and Vacancy Survey, 35 percent of the households in occupied City–owned buildings are Latino.

*CY 90 information includes data only through November 30, 1990.

COMMISSION ON HUMAN RIGHTS

The New York City Commission on Human Rights has developed and implemented a series of initiatives that impact on services to the Latino community, including the following:

• **Community Multi–Cultural Awareness Programs** — Programs include workshops on history and culture of diverse groups such as Ecuadorians, Dominicans, Colombians, Chileans, Puerto Ricans and other Latinos in New York City.

• **Neighborhood Stabilization Efforts** — The Commission has been involved in community organizing and maintenance of over 60 associations to improve landlord/tenant relations, enhance services and increase awareness of tenant programs and rights.

• **Public Schools Sensitivity/Ethnic Awareness Curriculum** — The Commission has trained principals, guidance counselors, teachers and students in ethnic diversity, intergroup relations and anti–bias strategies.

• **Bias Hotline** — The Commission's 24–hour Hotline serves the entire City and records incidents of hate violence that were previously unrecorded and not responded to by government. The Hotline Advisory Council is composed of representatives from community–based/advocacy organizations and includes Nydia Velasquez, Director of the Office of theCommonwealth of Puerto Rico.

• **Jose Gonzalez House** — The Commission helped resolve community tensions that preceded the siting of this HRA–sponsored AIDS hospice in the South Bronx. It is now fully operational, serving HIV infected persons who are predominately Latino.

• **The Latino Commission on AIDS (LCOA)** — The Commission helped found and continues to participate in the LCOA, which focuses on the impact of the epidemic and the resulting discrimination against Latinos.

• **AIDS Discrimination Division Efforts** — Outreach efforts include an extensive subway ad campaign that ran in Spanish and English from October to December 1990; participation in symposiums, forums, roundtables and broadcasts targeted to the Latino community; distribution of thousands of Spanish language brochures; and the publication of a new brochure in consultation with Latino citizens that will be produced next month. Over 40 percent of the calls to the division are from Latino communities.

• **HIV Prison Project** — The Commission provides outreach, training and services to inmates who have suffered HIV–related discrimination in correctional facilities such as Lincoln, Bayview and Rikers. Latinos comprise over 30 percent of New York City's inmate population.

• **Investigation and Prosecution** — The Commission enforces the City Human Rights Law which prohibits discrimination in housing, employment and public accommodation. Members of the Latino community file complaints in all protected categories, including national origin, color, alien and citizenship status. A recent systemic initiative pointed to instances where abortion providers discriminate against HIV–positive women.

• **Employer Sanctions** — The Commission has been at the forefront of efforts to repeal the employer sanctions of the Immigration Reform and Control Act (IRCA). The Commission was the first governmental entity in the United States to hold public hearings and document IRCA–induced discrimination against aliens and those perceived to be aliens resulting from IRCA.

The Commission monitors INS enforcement efforts, such as the raids on bodegas in Washington Heights in Manhattan. It also intervenes on behalf of persons negatively impacted by Federal actions such as denial of visas to HIV–infected aliens.

Public Hearings on Racial Ethnic Discrimination against performers in the Theater Industry — The Commission heard testimony for two days at City Hall from performers, playwrights, producers, public officials and other interested individuals. Many Latinos, including actors with disabilities, came forth to testify on a range of issues including perceived discrimination, stereotypes, equal opportunity and artistic discretion. The Commission will release a transcript of the hearings, continue to analyze the industry'semployment practices and work cooperatively with the industry to ascertain a more meaningful approach to the collection of statistical data for ethnic performers.

- Along with the Office of Labor Services, the Commission recently held hearings on discrimination in the construction industry. Although Latinos have increased their share of jobs in the construction industry in the last 10 years, progress has not been made in gaining access to higher paying apprenticeship slots. Findings and recommendations will be made in the fall.

Mediation/Community Efforts — The Commission is involved in efforts to resolve community tensions. For example, the Commission has initiated a process to establish dialogue between Latino and Jewish community members in the Washington Heights/Inwood areas of Manhattan.

Police Department Issues — The Commission's Police Academy Curriculum Advisory Committee participated in evaluation of the intergroup relations component of the Police Academy training curriculum. The review included updating materials on the Puerto Rican community in New York City.

CRIMINAL JUSTICE

New York City Police Department

• **Recruitment** — The New York City Policy Department has an active full–time Recruitment Unit responsible for designing and implementing outreach programs aimed at raising the educational level of new members and increasing minority representation within the Department. The unit works to generate interest in law enforcement careers and seeks to maintain a pool of interested candidates to meet the department's hiring needs. Outreach efforts include visiting local colleges and universities, utilizing over 500 community leaders to assist recruitment efforts and a recent subway poster campaign. Latinos are well represented in the department's Cadet Program where they currently represent 31 percent of the total 127 Cadets.

The Department has witnessed a slight increase in the number of Latinos taking the Police Officer Examination. In June, 1990, 24 percent of the total were Latinos and in December 1990, 22 percent were Latinos. At least 80 percent of the Latinos who took the exam, passed the exam. Unfortunately because of budgetary constraints, full tutorial classes for the exam have been suspended.

• **Youth Police Perception Exploration Project** — This program explores Latino youth's perception of the police through the use of discussion and dialogue. An original pilot project, which was a joint effort with ASPIRA, was deemed successful and approved for expansion to include additional educational institutions. The Department is attempting to reach 125–150 youths with this project during the spring semester.

• **Operation Take Back** — Implemented on July 23, 1990, the program adds 200 additional uniformed officers for patrol duty in seven precincts experiencing high rates of homicide and robbery. Of the seven precincts, three have large Latino communities (the 34th, 44th and 75th).

On December 10, 1991, Phase 2 of Operation Take Back went into effecting adding an additional 5 precincts as Take Back Target Areas. Of these five precincts, three have large Latino populations (the 24th, 83rd and 110th). The program thus far has been very effective. Homicide complaints in these Target Areas decreased 10.5 percent while homicide arrests increased 13.75 percent, robbery complaints decreased by 6.5 percent and robbery arrests increased 5 percent.

• **"Alto al Crimen"** — In April 1990, the Police Department extended its Crimestoppers program to the Latino community. In cooperation with the Spanish–language media, cases of unsolved crimes are publicized weekly. A hotline number has been established in the Crimestoppers Unit, which employs a large number of Spanish–speaking detectives.

• **"57–PISTA"** — Crimestoppers (Alto al Crimen) is a joint effort of the Police Department, the Police Foundation and the media. Up to $1,000 is awarded for anonymous information that leads to the indictment of any violent felon. To date the "57 PISTA" line has received 605 calls which have resulted in 46 cases being investigated by the Crimestoppers Unit.

• Latinos also benefit from the School Program to Educate and Control Drug Abuse (SPECDA), a cooperative effort between the Police Department and the Board of Education. The program seeks to eliminate the sale of drugs in the vicinity of schools and to make school children aware of the dangers of drug abuse. The educational component of this program now operates in 20 of the 21 precincts with large Latino populations. Recently, the State provided an additional $150,000 for overtime, in order for SPECDA to conduct drug prevention lectures to parents, thereby reinforcing the drug prevention message children receive in school. These lectures began in September 1990. Of the seven school districts selected for this program, three are in communities with large Latino populations.

• **Operation Safe Corridors** — This program, designed to provide safe routes of travel for children returning home from school, was instituted in mid–March in the 40th Precinct in the Bronx, which has a substantial Latino population. Uniformed officers assigned to these routes help deter drug dealing and other criminal activity.

• **Police Academy Cultural Curriculum Advisory Committee** — In June 1990, a distinguished group of academic and urban experts began reviewing all lessons in the recruit curriculum which are specifically designed to enhance the recruit's understanding of, and sensitivity to, the great diversity of people living in New York City. The committee examined current training procedures to determine if they adequately address current needs and made recommendations for updating, improving and changing the curriculum as deemed necessary. The Police Academy is reviewing the recommendations for implementation. Many of the recommendations focus on broader and more comprehensive means of providing sensitivity and inter–cultural training.

• **Community Affairs** — The Department has assigned two Latino sergeants to serve as liaisons with the Latino community. One of the sergeants is employed in the Deputy Commissioner's Community Affairs office and the other works in the Community Affairs Division where he heads the Hispanic Liaison Unit. The Unit maintains ongoing communication with the Latino community.

This sergeant also supervises the new Immigrants Unit which reaches out to those communities with a large population of newly arrived immigrants. At least one English/Spanish bilingual Community Affairs officer is assigned to work in each of the 21 precincts with large Latino populations.

The New York City Police Department also expanded a program called ADOPT–A–BLOCK which aims to improve such conditions as defective street lights, vacant buildings, pot holes, crime and drug problems through cooperative actions. This program brings together the community, houses of worship, the police department and other city agencies. At the present time the Bridge Street Church in Brooklyn has adopted over 50 blocks. The department plans to include the Tessalonica Christian Church in this program as well. Located in the South Bronx, Tessalonica has a large Latino congregation.

FIRE DEPARTMENT

• The Fire Department has initiated the Fire Scout Program, established in June 1990 with the assistance of Councilman Victor Robles. The goal of this program is to involve a select group of young adults who have demonstrated interest in firefighting and to familiarize them with Fire Department operations. It will also serve as a career path for inner–city youth. The Williamsburg/ Bushwick section of Brooklyn, a largely Latino community, was selected as a target area for this pilot program.

Present enrollment stands at 12 and by the end of fiscal year 1991 the Department plans to recruit and train at least 30 youths between the ages of 14 and 18, most of whom are Latino. To date all the necessary paper work has been filed, the explorers have been outfitted with uniforms and several meetings have been held. In January 1991 officers and committee chairpersons were elected.

Media — Radio and television talk shows concerning fire safety information have been airing with public service announcements and interviews in both English and Spanish. Fire Commissioner Carlos Rivera and Assistant Commissioner Rafael Esparra have both gone on the radio to answer questions on fire safety issues.

Through its Language Services program, the FDNY strives to serve residents of New York City who have not attained proficiency in the English language. On March 14, the first training session for volunteers will take place. Cultural differences in interpreting and translating will be one of the main topics discussed at this seminar. At present there are 15 official volunteers; 11 speak Spanish and 4 speak Chinese. In addition, there is a list of volunteers proficient in several other languages who can be called upon when necessary.

Recruitment — During the 1990 calendar year, the EEO/Recruitment Units attended several major recruitment events, focusing on recruiting Latinos. The Recruitment Unit Newsletter **"FDNY News Update,"** published and distributed four times annually, was responsible for attracting additional recruits. FDNY's two permanent firefighter recruitment displays, located in the New York State Department of Labor Job and Career Center sites in Manhattan and Brooklyn, also helped in recruiting Latinos. The total number of Latinos reached through newsletter mailings and at different job fairs during 1990 were 218 males and 79 females.

In addition, the FDNY continues its outreach efforts through the Speakers Bureau, whereby uniformed personnel provide fire safety and prevention education to schools, tenant groups, senior citizens and other organizations.

Fire Safety Learning Resource Center — Located in the South Bronx, the Center serves primarily the area in its vicinity, but also conducts classes for school groups from other boroughs. Approximately 500 children per week, mainly from the Bronx and Harlem, attend the Fire Safety Program during the School year. Classes are taught in both English and Spanish with the assistance of bilingual personnel. About 40 percent of the students are Latino.

Printed Matter— With the cooperation of the Board of Education and the Fire Underwriters, the FDNY participates in the publication of a bilingual manual for teachers, to help them comply with the state–mandated 45–minutes–a–month fire safety education to school children. Posters and fire safety prevention pamphlets printed in Spanish are distributed throughout the year in predominantly Latino neighborhoods and schools.

DEPARTMENT OF PARKS AND RECREATION

• This department has shown its commitment to equal opportunity hiring by upgrading EEO from a function of the Counsel's office to a full Assistant Commissionership. The Assistant Commissioner, who was appointed to this post in July 1990, is charged with determining the agency's EEO needs and examining areas such as recruitment, promotional opportunities, training and dissemination of information that would benefit from the participation of this office.

In September 1990, Commissioner Betsy Gotbaum promoted a Latino woman from Chief of Budget to Bronx Chief of Operations, marking the first time a woman holds a Chief of Operations position. A recent report by the Assistant Commissioner indicates that Latinos represent 14.7 percent of the agency's workforce, an increase of 9 percent over FY 89.

The appointment of Anthony Vargas, a Latino, to the high-profile position of Press Secretary, will allow the Department to make increased contact with the Latino community through the Spanish-language media and help advocate for park issues within that community.

• The Department has also initiated or plans to initiate the following capital projects that will be beneficial to the Latino community:

Hamilton Fish Pool - an $11 million plan that will encompass a newly renovated pool in a predominately Latino neighborhood in lower Manhattan (East Houston & Pitt Streets). It is scheduled to be completed by the Fall of 1991. The four-building Community Center includes an olympic-size pool, training pool for children, showers, park, picnic area, playground, basketball and handball courts and space for other recreational activities.

Thomas Jefferson Pool & Bathhouse - a $10 million plan which will encompass a newly renovated Pool & Bathhouse to be completed by the summer of 1991. This site is also in a predominately Latino and African-American area (112 Street and First Avenue). The project includes an olympic-size training pool, seating area, showers and lockers, exercise room and two multi-purpose rooms for meetings, etc.

St. Mary's Recreation Center - a $7 million capital plan which includes the renovation and re-opening of a major recreation center in the Bronx in a predominately Latino community. The center will provide sports fitness and education programs for children, adults and seniors.

New Brooklyn Park - a $4.75 million capital plan to create a new park from two vacant lots.. The site, in the Williamsburg section of Brooklyn, is already funded for fiscal year 1994. It will include a ball field, bleachers, paths, seating, playground, oval, sprinklers and gazebo.

IMMIGRATION

Office of Immigration Affairs

• **Employer Sanctions** — In a sweeping policy change, Mayor Dinkins came out in full support of the repeal of employer sanctions, a discriminatory immigration policy affecting the Latino community. The Mayor announced his stand for repeal in a news conference last year. He also contacted all the congressional delegates from New York, urging them to vote for repeal. In addition, the Mayor reached out to the business community to ask for their support in writing letters to congressional representatives.

• Disturbed by accounts of abuse and discrimination against Latinos at the 24th Street Legalization Office, and reports that hundreds of people had to wait for days (and sometimes sleep overnight) on the sidewalk to be seen by INS staff, the Mayor wrote a strong letter on August 8, 1990 to the Commissioner of INS, urging him to address the problems as soon as possible. On the following Monday, INS officials in New York received instructions from Washington to give out appointments to everyone who was standing in line.

• The Interagency Taskforce on Fraud against Immigrants was started in September 1990 by the Mayor's Office of Immigrant Affairs. A training session for community based organizations that assist immigrants who are victims of fraud was held on January 24, 1991.

An outreach campaign is being organized in conjunction with the New York Immigration Coalition to alert the immigrant community about fraudulent practitioners.

• The Mayor's Office of Immigrant Affairs is working with community groups to assist Salvadorans who can register for protected status under new immigration laws.

• The Mayor's Office is coordinating regular meetings with representatives from City agencies to review policies and procedures that bar immigrants access to City services.

DEPARTMENT OF CITY PLANNING

The Department of City Planning's board mandate under the new Charter is to study, evaluate and plan for all of the city's communities, regardless of ethnic status. Thus, its role as a land use agency requires the Department to focus on diverse issues of concern whether in the South Bronx, East New York or the Upper East Side. However, it is clear that various ethnic groups are impacted by DCP's efforts, and the department is sensitive to the special needs of certain communities. For example, studies conducted on Central Business Districts in the outlying boroughs address issues of prosperity of the area's residents. Similarly, zoning analyses must rely on a thorough understanding of neighborhood composition before appropriate, long-term zoning changes can be enacted.

• DCP's current efforts include a wide variety of projects, such as an analysis of immigration into New York City in the 1980s in the Newest New Yorkers Study; a survey of publicly-accessible and undeveloped open space in Harlem which marks the first phase of a strategy to coordinate open space, public facilities, and housing needs; a proposal to provide an additional 3,000 housing units with amenities in the Bronx as part of the Melrose Commons Urban Renewal Area; a study of the Bronx's Fordham Plaza Area as a regional commercial center; rezoning studies of Sunset Park/4th Avenue and Caribe Village in Brooklyn and Woodside, Queens; and an analysis of various urban renewal areas in Upper Manhattan.

• The Department also anticipates a substantial increase in the number and significance of community-based plans as a result of the new process set forth in Section 197 of the City Charter. City Planning is laying the groundwork for an intensified emphasis on community-based planning since it has a new Charter-mandated opportunity to encourage such planning. City Planning borough office staff, together with a new Coordinator of Community-Based Planning, will be working closely with community boards and neighborhood groups to identify local land-use and facility siting issues, and to systematically and comprehensively plan for community stability and beneficial redevelopment. Many of these boards and groups are in the City's Latino neighborhoods, or in areas with significant Latino populations, such as Community Board 3 in the South Bronx which has already completed a neighborhood plan.

• **1990 Census Count** — The Department of City Planning will be evaluating the 1990 Census for the quality and completeness of the Latino count. It will use additional data such as vital statistics and immigration figures to ensure that the City avoids planning on the basis of an undercount. The Latino community is traditionally a prime victim of the undercount. Data on the Latino count will be available for publication in early June 1991.

CULTURAL AFFAIRS

Department of Cultural Affairs

The Department of Cultural Affairs (DCA) supports 31 cultural institutions and provides funding to specific programs conducted by more than 400 art and culture organizations. In addition to its regular funding programs, DCA regularly implements and participates in special initiatives which serve specific populations of the cultural community and specific needs of the public.

During Fiscal Years 1990 and 1991, the New York City Department of Cultural Affairs was involved with three projects that benefitted cultural organizations serving the Latino community:

- The Department of Cultural Affairs, through its Program Services unit, awarded $100,000 through a special Hispanic Initiative. These program funds gave additional financial assistance to nine organizations with a long history of service to New York's Latino community. The grants ranged from $5,000 to $15,000 and were awarded to the Association of Hispanic Arts, Ballet Hispanico, En Foco, the Hostos Performing Arts Center, INTAR, the Museum of Contemporary Hispanic Art, Pregones, Repertorio Espanol and the Caribbean Cultural Center.

- DCA has had extensive involvement in the planning, design and selection of tenants for the Julia de Burgos Cultural Center at 1680 Lexington Avenue in East Harlem. Twelve organizations, including the Puerto Rican Travelling Theater, the East Harlem Music School, Taller Boricua and the Latin American Theater Ensemble, have been selected as tenants in the building, slated to begin operation in Fiscal Year 1991. The cultural center will also contain a theater, studio and courtyard space that will be available for other community organizations and individuals to rent. Approximately $5.3 million in capital funds have been committed for the renovation of this facility.

- DCA is contributing a total of $500,000 over the next five years toward the New York City Arts Stabilization Initiative for organizations serving people of color. The City's funding will be completed with substantial support of $2.5 million from the National Arts Stabilization Fund and $5 million from the Lila Wallace–Reader's Digest Fund. Of the 15 cultural organizations selected for participation, six are organizations whose primary audience is the Latino community.

The agency also provides annual operating and rent support totaling $607,021 to the City's premier institution of Latino art and culture, El Museo del Barrio, as one of the City's 31 official cultural institutions. In addition, 21 art and culture organizations serving the Latino community also received program support in FY90 through line–items and service contract funding.

DEPARTMENT OF RECORDS AND INFORMATION

The Department of Records and Information Services (DORIS) manages, preserves and makes available for public use the vast collection of records and information generated by the city's government and its agencies. Under the new administration, the Department has expanded its focus to incorporate aspects of information management that reach out to and service the New York City community at large.

• DORIS has established the Information Services Division which collects and offers the community access to information on services provided by all city agencies. The new Division, which serves as the information liaison between the city and its communities, is made up of two units:

The Central Language Reference Unit, which collects and makes available agency materials translated into Spanish, Korean, Creole, Chinese and other languages.

The Central Contract Registry Unit, which maintains and makes available, for public use, information regarding City contracts and contractors — a valuable resource for minority contractors seeking to do business with the City.

• The Department has upgraded its job title classifications in an effort to attract qualified minorities to professional positions within the agency. The new classification will provide an effective mechanism for hiring and training staff in the fields of records and archival management and library services — fields where minorities are grossly underrepresented. DORIS hopes to help to introduce these professions to the City's minority population as well as to recruit candidates at the high school and college levels.

• The Department is also working with LaGuardia Community College to establish a Liberal Arts Career Pattern in "Information Management and Archival Studies." The program curriculum will offer students access to these professions and DORIS will serve as a training ground for program participants.

• The agency has launched an active community outreach program designed to inform all of New York City's ethnic communities about the Department's resources and services.